



HM Treasury



Women in Finance Charter

List of signatories and links to gender diversity targets

Charter signatories announced in November 2016	Link to gender diversity targets
Aberdeen Asset Management	http://careers.aberdeen-asset.com/en/careers/diversity--equality
Affinity Capital	http://www.affinitycapital.co.uk/latest-investment-financial-strategy-news/the-greater-good/affinity-capitals-women-in-finance-charter-targets
AIB UK	https://aibgb.co.uk/help-and-guidance/important-information/board-diversity-policy-statement
Aldermore Group	http://www.aldermore.co.uk/about-us/women-in-finance-charter/
Association of British Insurers	https://www.abi.org.uk/News/News-updates/2016/09/ABI-publishes-targets-for-Women-in-Finance-Charter
Atom Bank	https://www.atombank.co.uk/careers/women-in-finance
Aviva	https://www.aviva.com/responsible-sustainable-business/our-people/women-in-finance-charter/
Bacs Payment Schemes Limited	https://www.bacs.co.uk/About/WorkingForBacs/Pages/EmployeeDiversity.aspx
Barclays Bank	https://www.home.barclays/citizenship/our-approach/diversity-and-inclusion/women-in-finance-charter.html
BlackRock	https://www.blackrock.com/corporate/en-us/careers/diversity-and-inclusion
BNY Mellon	https://www.bnymellon.com/emea/en/who-we-are/careers/women-in-finance-charter.jsp
Brightstar Financial	http://brightstarhub.co.uk/careers.php
British Bankers' Association	https://www.bba.org.uk/landingpage/the-bbas-women-in-finance-charter-commitment/
BP Supply & Trading	http://www.bp.com/en/global/corporate/about-bp/what-we-do/global-energy-trading.html
Canadian Imperial Bank of Commerce	https://www.cibc.com/ca/inside-cibc/careers/equity-and-diversity/diversity-matters.html
Capital Credit Union	http://www.capitalcreditunion.com/about_us/about_capital_credit_union
Chartered Insurance Institute	http://www.cii.co.uk/about/about-the-cii/women-in-finance-charter/
Cicero Group	http://cicero-group.com/media-centre/news/cicero-group-provides-commitments-to-women-in-finance-initiative/
Circle	https://blog.circle.com/2016/07/11/circle-champions-womens-equality-in-partnership-with-uk-government/
Collinson Group	https://www.collinsongroup.com/insights/women-in-finance-charter
Columbia Threadneedle Investments	http://www.columbiathreadneedle.co.uk/en/about-us/corporate-responsibility/
Covea Insurance	https://www.coveainsurance.co.uk/about-us/diversity-inclusion/

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Credit Suisse	https://www.credit-suisse.com/ch/en/about-us/responsibility/employer/global-diversity-inclusion.html
Deutsche Bank AG	https://www.db.com/newsroom_news/2016/hr/deutsche-bank-signs-uk-treasury-s-women-in-finance-charter-en-11630.htm
Direct Line Group	http://www.directlinegroup.com/our-responsibilities/proud-to-be-here-nav/human-rights-and-diversity.aspx
E2W Limited	https://www.e2w.co/women-in-finance/women-in-financial-services/article/e2w-commits-to-women-in-finance-charter-2
East Sussex Credit Union	http://www.eastsussexcu.org.uk/women-in-finance-charter
Ecclesiastical Insurance	http://www.ecclesiastical.com/womeninfinance
EY	http://www.ey.com/uk/en/about-us/our-people-and-culture/diversity-and-inclusiveness/about-ey---diversity-and-inclusiveness---uk-and-ireland-diversity-and-inclusiveness
Fidelity International UK	http://www.fidelityrecruitment.com/uk-ireland/working-here/
Financial Conduct Authority	https://www.fca.org.uk/about/corporate-responsibility/diversity-inclusion
Financial Ombudsman Service	http://www.financial-ombudsman.org.uk/about/diversity-policy-inclusion.html
GAAPweb	http://www.gaapweb.com/news/gaapweb-tackle-workplace-inequality/220724/
Handelsbanken	http://handelsbanken.co.uk/shb/inet/ICentRb.nsf/Default/q38BFE9C220A5933E80257ECE003FE700?Opendocument
Hannay Investments	http://www.hannayinvestments.co.uk/gender-diversity/4593074276
Henderson Global Investors	https://www.henderson.com/ir/content/women-in-finance
Hermes Investment Management	https://www.hermes-investment.com/ukw/women-finance-charter/
HM Treasury	https://www.gov.uk/government/publications/women-in-finance-charter
HSBC UK	http://www.about.hsbc.co.uk/~/_/media/uk/en/news-and-media/rbwm/employer-charter-hsbc-uks-response.pdf
ionStar	http://www.ionstar.co.uk/diversity-champions
Isban UK	http://isbanjobs.com/women-in-finance
Jupiter Asset Management	http://www.jupiteram.com/en/Articles/News/Jupiter-signs-up-to-HM-Treasury-Women-in-Finance-Charter
Landbay	http://blog.landbay.co.uk/blog/2016/6/17/landbay-signs-women-in-finance-charter
Leeds Building Society	http://www.leedsbuildingsociety.co.uk/your-society/financial-information/diversity/
Legal & General	http://csr.legalandgeneralgroup.com/csr/governance-and-policies/our-policies.html
Lloyds Banking Group	http://www.lloydsbankinggroup.com/our-group/responsible-business/inclusion-and-diversity/gender/
Lloyd's of London	www.lloyds.com/womeninfinance
London Capital Credit Union	http://www.credit-union.coop/content.asp?section=222&sf=86
London Stock Exchange Group	www.lseg.com/womeninfinance
LV=	https://www.lv.com/about-us/lv-cares/diversity-and-inclusion
Market Harborough Building Society	http://www.mhbs.co.uk/diversity.aspx
MasterCard (UK&I Division)	https://www.mastercard.co.uk/en-gb/about-mastercard/careers/diversity-inclusion/women-in-finance-charter.html
MetLife UK	http://www.metlife.co.uk/about/diversity-inclusion/index.html
Mizuho Bank	https://www.mizuho-emea.com/what-we-stand-for/diversity/women-in-finance-charter/mizuho-bank-targets/women-in-finance-targets
Mizuho International	https://www.mizuho-emea.com/what-we-stand-for/diversity/women-in-finance-charter/mizuho-international-targets

Morgan Stanley International	http://www.morganstanley.com/about-us/diversity/UK-Women-In-Finance-Charter.html?v=2
National House Building Council	http://www.nhbc.co.uk/AboutNHBC/Careers/Diversity/
National Skills Academy for Financial Services	http://www.nsafs.co.uk/about-us/
Nationwide Building Society	http://www.nationwide.co.uk/about/media-centre-and-specialist-areas/women-in-finance-charter
NEST Corporation	http://www.nestpensions.org.uk/schemeweb/NestWeb/public/aboutnestcorporation/contents/policy-and-procedures.html
Nottingham Building Society	https://www.thenottingham.com/your-society/inside-the-society/women-in-finance-charter/
Paragon Group of Companies	http://www.paragon-group.co.uk/about-us/corporate-responsibility/women-in-finance
Payments UK	http://www.paymentsuk.org.uk/about/our-objectives/women-finance
Phoenix Group	http://www.thephoenixgroup.com/corporate-responsibility/diversity-inclusion.aspx
Pioneer Mutual Credit Union	https://www.pioneerco.coop/about-us/
Principality Building Society	http://www.principality.co.uk/womeninfinance
Progressive Building Society	http://theprogressive.com/your-society/hm-treasury-women-in-finance-charter/
Prudential	http://www.prudential.co.uk/site-services/governance-and-policies/diversity-and-inclusion-statement
PwC UK	https://www.pwc.co.uk/who-we-are/annual-report/annual-report-2016--our-people.html#content-free-1-3978
Ridgeway Partners	https://ridgewaypartners.com/#press
Santander UK	http://www.santanderjobs.co.uk/diversity
Schroders	http://www.schroders.com/en/people/diversity-and-inclusion/
Sestini & Co	http://www.sestiniandco.co.uk/about-sestini-co/
Shawbrook Bank	https://www.shawbrook.co.uk/wif
Simply Business	http://www.simplybusiness.co.uk/about-us/women-in-finance/
South Manchester Credit Union	http://smcreditunion.co.uk/about-us/women-in-finance-charter/
Standard Chartered	https://www.sc.com/en/about-us/diversity-and-inclusion/women-finance-charter.html
Standard Life	http://www.standardlife.com/dotcom/sustainability/employment/women-in-finance.page
State Street	http://www.statestreet.com/about/office-locations/unitedkingdom/women-in-finance.html
Sturgeon Ventures LLP	http://www.sturgeonventures.com/about-us/equality-diversity-policy/
The Co-operative Bank	http://www.co-operativebank.co.uk/aboutus/ourbusiness/women-in-finance
The Royal Bank of Scotland	http://www.rbs.com/sustainability/working-at-rbs/inclusion.html
The Royal London Mutual Insurance Society	http://www.royallondon.com/about/whoweare/diversity-and-inclusion/
Thomson Reuters	http://thomsonreuters.com/content/dam/openweb/documents/pdf/corporate/corporate-responsibility/women-in-finance-charter.pdf
TSB Bank	http://www.tsb.co.uk/straightforward-money/gender-balance/
Unum	www.unum.co.uk/diversity
Virgin Money	http://uk.virginmoney.com/virgin/about/recognising-everyone/
West Bromwich Building Society	http://www.westbrom.co.uk/your-society/careers
Zurich Insurance	http://www.zurich.co.uk/en/about-us/corporate-responsibility/workplace/diversity-and-inclusion